

VPM instructor bios

Brown, Deb (Program Evaluation) - Deb Brown works as an independent organization development consultant to groups and organizations in the public sector particularly in the areas of knowledge-based planning and processes for authentic evaluation. She is Associate Faculty at Antioch New England Graduate School in Keene, N.H. and has served in leadership positions in human services and educational organizations for over twenty years. Deb holds a B.S. in Elementary Education from Simmons College, a M.S. in Organization and Management from Antioch New England Graduate School and an MA in Organization Development from The Fielding Graduate Institute. She is currently a Doctoral candidate at the Fielding Institute in Santa Barbara, California.

Cherington, Gretchen (Consultation Skills) - Gretchen Cherington, founder of GC CONSULTING, along with business partner Steve Jonas, has been consulting on organizational development for fifteen years. GC CONSULTING has worked with nearly one hundred fifty corporate, public, and not-for-profit organizations throughout the United States, Europe and Asia. GC CONSULTING has held long term contracts with a dozen state agencies in Vermont, New Hampshire, Massachusetts and Connecticut, and has worked with several federal agencies as well. Gretchen has been associated with Columbia University and RPI as an adjunct instructor in the Executive MBA and Executive Development Programs. As a volunteer leader, Gretchen has won awards for her service from the Governor of New Hampshire (County Citizen of the Year), the New Hampshire Hospital Association (Trustee of the Year) and Alice Peck Day Health System (President's Award). She earned her BS and MBA from the University of New Hampshire.

Driscoll, Ann (Emotional Intelligence) - Ann Driscoll has more than 20 years of experience as a practitioner in the areas of professional development training and organizational change. She works full time at her own training practice, begun in 2002. Prior to that, she was also a core faculty member in the Antioch New England Graduate School's Department of Organization & Management. She has also held various faculty and staff positions at the University of New Hampshire and the University of Massachusetts. She has a doctorate in Applied Behavioral Science from the University of Massachusetts at Amherst.

Jonas, Steve (Working Effectively in Groups) - Steve Jonas has worked in the organizational training and development field for over 20 years. Steve is a partner with Gretchen Cherington in GC Consulting. GC Consulting has worked with many state agencies over the last fifteen years including The

Department of Vocational Rehabilitation, The Agency of Natural Resources, and The Department of Social Welfare to name a few. He has been associated with both Columbia University and RPI as adjunct instructor for over 13 years to help kick off their Executive MBA and Executive Development programs. He has instructed for Antioch New England Graduate School, for the Community College of Vermont, and the "Working Effectively In Groups" session for VPM since 1996. Steve holds an undergraduate degree in Communication Arts from the University of Wisconsin and an M.A. in Education and Counseling from Oakland University.

O'Shea, Terri (Organizational Assessment & Alignment) - Terri O'Shea has over sixteen years of experience in training, facilitation, and organizational development. Prior to starting O'Shea Training and Consulting, Terri was a Vice President at Chittenden Bank where she founded and managed their training department. Terri has taught numerous communication and management courses for the Community College of Vermont and the American Institute of Banking. She is a member of the Vermont Society of Training and Development. Terri holds a B.A. in Speech Communication and Anthropology from State University of New York at Buffalo. She also has a M.S. in Industrial Psychology from California State University at Long Beach.

Rutledge, Merryn (Strategic Thinking, Managing & Planning) - In Merryn Rutledge's consulting practice, she advises New Hampshire Leadership Teacher, Inc. on leadership development and assists public servants and educators in a New Hampshire Department of Education leadership program. Merryn has led a myriad of workshops including the Rutland Area Regional Educational Alliance, US immigration and Naturalization Service and the University of Vermont. Clients have included the VT Agency of Natural Resources, Vermont Network Against Violence and Domestic Abuse, Country Home Products, ReCycle North, and Smuggler's Notch Resort. She is also a Malcolm Baldrige Vermont examiner and has served as the strategic planning expert on an organizational assessment team.

Walke, Judy Warriner (Making Sense of Organizations) - Judy Warriner Walke has twenty years of work experience in organizational systems- municipal and state government, nonprofit organizations and educational institutions, and manufacturing and banking corporations. Judy has developed and led workshops in key systems-thinking tools and skills for The Vermont Leadership Institute, and the International Association of Facilitators, and is also a long-time contributor to the Women's Small Business Program. She consults with school districts and nonprofit groups in

Vermont and New Hampshire. Prior to her full-time consulting practice, Ms. Walke was production manager at Digital Equipment Corporation for ten years. Judy Walke holds an undergraduate degree from Smith College. Judy earned her M.B.A. from Amos Tuck School of Business at Dartmouth College, where she was named a Tuck Scholar.